FORM NLRB-501 (3-21)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

	DO NOT WRITE IN THIS SPACE		
Case	01-CA-299896	Date Filed 7/22/2022	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.				
1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT				
a. Name of Employer		b. Tel. No.		
Trader Joe's		(413) 587-3260		
		c. Cell No.		
		f. Fax. No.		
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	-		
375 Russell St.	(b) (6), (b) (7)(C) (b) (6), (b) (7)(C	g. e-mail		
MA Hadley 01301		h. Number of workers employed 82		
i. Type of Establishment (factory, mine, wholesaler, etc.) Retail (Grocery)	j. Identify principal product or service Groceries			
The above-named employer has engaged in and is engaged	ging in unfair labor practices within the meaning of section 8	3(a), subsections (1) and		
(list subsections) 3,4,1		elations Act, and these unfair labor		
practices are practices affecting commerce within the me	aning of the Act, or these unfair labor practices are practic	es affecting commerce within the		
meaning of the Act and the Postal Reorganization Act.				
2. Basis of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair labor prac	tices)		
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See additional page				
party filing charge (if labor organization, g	(b) (6), (b) (7)(C) party filing charge (if labor organization, give full name, including local name and number)			
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		(b) (6), (b) (7)(C)		
		4c. Cell No.		
(b) (6), (b) (7)(C)				
		4d. Fax No.		
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		4e. e-mail		
		(b) (6), (b) (7)(C)		
5. Full name of national or international labor organization	n of which it is an affiliate or constituent unit the be filled in w			
5. Full flattle of flational of international labor organization	To which it is an animate of constituent unit (to be filled in w	nen charge is filed by a labor organization)		
6. DECL/	ARATION	Tel. No.		
	ve charge and that the statements	(b) (6), (b) (7)(C)		
	y knowledge and belief.	Office, if any, Cell No.		
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)			
(signature of representative or person making charge) (b) (6), (b) (7)(C)	(Print/type name and title or office, if any)	Fax No.		
	07/00/0000 44:44:44 AM	e-mail		
Address	Date 07/22/2022 11:44:41 AM	(b) (6), (b) (7)(C)		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(a)(3)

Within the previous six months, the Employer disciplined or retaliated against an employee(s) because the employee(s) joined or

supported a labor organization and in order to discourage union activities and/or membership.

Name of employee disciplined/retaliated against	Type of discipline/retaliation	Approximate date of discipline/retaliation
All employees	delay of increased compensation and benefits	07/21/2022

8(a)(4)

Within the previous six months, the Employer disciplined or retaliated against an employee(s) because the employee(s) filed charges

or cooperated with the NLRB.

Name of employee disciplined/retaliated against	Type of discipline/retaliation	Approximate date of discipline/retaliation
All employees	delay of increased compensation and benefits	07/21/2022

8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by maintaining work rules that prevent or discourage employees from engaging in protected concerted activities.

Work Rule	
delay of implementation of increased pay/benefits	

FORM NLRB-501 (3-21)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	Date Filed	
01-CA-299966	7-25-2022	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.				
1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT				
a. Name of Employer		b. Tel. No.		
Trader Joe's		(413) 587-3260		
		c. Cell No.		
		f Fay No		
		f. Fax. No.		
d. Address (Street, city, state, and ZIP code)	e. Employer Representative			
375 Russell St.	(b) (6), (b) (7)(C)	g. e-mail		
	(b) (6), (b) (7)(C			
MA 11-31 04005				
MA Hadley 01035		h. Number of workers employed		
		81		
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service			
Retail (Grocery)	Groceries			
The above named employer has engaged in and is engaged	ι ging in unfair labor practices within the meaning of section δ	(a) subsections (1) and		
(list subsections) 1		elations Act, and these unfair labor		
	aning of the Act, or these unfair labor practices are practice	· · · · · · · · · · · · · · · · · · ·		
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meaning of the Act and the Postal Reorganization Act.				
2. Basis of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair labor prac	tices)		
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(b) (6), (b) (7)(C) party filing charge (if labor organization, give full name, including local name and number)				
(b) (b), (b) (7)(C)				
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		4d. Fax No.		
		4e. e-mail		
		(b) (6), (b) (7)(C)		
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)				
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6. DECL	ARATION	Tel. No.		
	ove charge and that the statements	(b) (6), (b) (7)(C)		
	ny knowledge and belief.			
(b) (6), (b) (7)(C)	(b) (6) (b) (7)(C)	Office, if any, Cell No.		
(b) (6), (b) (7)(C)				
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No.		
(b) (6), (b) (7)(C)				
e mail				
Address	Date 07/25/2022 09:40:32 AM	(b) (6), (b) (7)(C)		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

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Basis of the Charge

8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by threatening to retaliate against employees if they joined or supported a union.

Name of Employer's Agent/Representative who made the statement	Approximate date
(b) (6), (b) (7)(C)	

8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights

protected by Section 7 of the Act by promising better working conditions if employees did not join or support a union.

Name of Employer's Agent/Representative who made the statement	Approximate date
(b) (6), (b) (7)(C)	07/24/2022
(b) (6), (b) (7)(C)	07/24/2022
(b) (6), (b) (7)(C)	07/24/2022

FORM NLRB-501 (3-21)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case		Date Filed
	01-CA-300589	August 2, 2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.					
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375 Russell St	(b) (6), (b) (7)(C)	g. e-mail			
	(b) (6), (b) (7)(C				
MA Hadley 01035		h. Number of workers employed			
		85			
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i. Type of Establishment (factory, mine, wholesaler, etc.)					
Retail (Grocery)	Groceries				
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(list subsections) 5		elations Act, and these unfair labor			
practices are practices affecting commerce within the me	aning of the Act, or these unfair labor practices are practic	es affecting commerce within the			
meaning of the Act and the Postal Reorganization Act.					
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See additional page					
(b) (6), (b) (7)(C) party filing charge (if labor organization, give full name, including local name and number)					
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		4c. Cell No.			
(b) (6), (b) (7)(C)		4c. Cell No.			
		4d. Fax No.			
		4e. e-mail			
		(b) (6), (b) (7)(C)			
5. Full name of national or international labor organizatio	n of which it is an affiliate or constituent unit (to be filled in w	hen charge is filed by a labor organization)			
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	ove charge and that the statements	(b) (6), (b) (7)(C)			
(b) (6), (b) (7)(C)	ny knowledge and belief.	Office, if any, Cell No.			
(b) (6), (b) (7)(C)					
		Fax No.			
(signature of representative or person making charge)	(Print/type name and title or office, if any)	T UATIVO.			
(b) (6), (b) (7)(C)					
Address	Date 08/02/2022 03:23:45 PM	e-mail			
		(b) (6), (b) (7)(C)			

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Basis of the Charge

8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees by making unilateral changes in terms and conditions of employment.

List Changes	Approximate date of change
Changes to Human Resources contacts/procedures	07/28/2022